

### Section 16.3 Call Back

An employee recalled to work outside of and not continuous with an employee's regularly scheduled hours shall be paid a minimum of two hours at the rate of 1 1/2 times the employee's regular straight-time rate of pay. An employee shall not receive additional two-hour payments for multiple call backs which occur within one two-hour period.

### Section 16.4 Stand-by Duty

(a) An employee assigned to be on stand-by (excluding employees assigned to the Water Division) to answer calls outside of regularly-scheduled hours shall receive two hours pay at the regular straight-time rate of pay or, at the employee's option, two hours of compensatory time off at the regular straight-time rate, for each 16 hours of stand-by time. (The two regularly assigned operators of sweepers shall not be required to take stand-by.)

In addition to one straight time hour for each eight hours of standby duty, an employee assigned to such stand-by for not less than 16 hours on a holiday shall be entitled to eight straight time hours of pay or compensatory time off.

(b) In consideration for the exclusion of the Water Division from the provisions of Section 16.4 (Stand-by Duty) of this Memorandum of Understanding, the City agrees to continue in effect overtime procedures currently in effect in the Water Division, (i.e. an employee is scheduled to check the City's water facilities each week night and is compensated therefore under the provisions of Section 16.3 (Call Back) and an employee is scheduled for an eight (8) hour work shift on Saturday and Sunday each week at the overtime rate) until such time as the City determines that change of this procedure is required. Upon the determination by the City to change the assignment of employees to check the water facilities, the City shall provide at least three (3) months written notice thereof to the Union. Ninety days after delivery of such notice, Water Division employees shall be subject to the same Stand-by Rules as other employees pursuant to this Memorandum of Understanding and shall no longer be excluded from the provisions of Section 16.4. The City will give consideration to standby arrangements appropriate to the Water Division's needs.

### Section 16.5 Stand-by Living Radius

Employees occupying the classifications of Maintenance Worker I/II, Maintenance Technician, and Pump Mechanic I/II shall, for purposes of standby assignment, be subject to the residency conditions detailed in "Stipulation and Order for Judgment, Case No. 347947," herein incorporated with the map in Appendix "B." Such employees may be provided a City vehicle for the duration of said assignment, subject to remaining administrative policy provisions regarding use of City vehicles.

### Section 16.6 Compensatory Overtime

Subject to approval by the department head, an employee may take compensatory time off for overtime worked in lieu of receiving overtime pay therefore. Except as noted in Section